MINOR POLICY CHANGES

4115P

PERSONNEL

EVALUATION - CERTIFIED

Because it is universally accepted that good teaching is the most important element in a sound educational program, teacher appraisal must be done.

Appraisal of teaching service should serve three purposes:

1. To raise the quality of instruction and educational services to the children of our community.
2. To raise the standards of the teaching profession as a whole.
3. To aid the individual teacher to grow professionally.

Evaluation of teacher performance must be a cooperative, continuing process designed to improve the quality of instruction. The Superintendent shall evaluate or cause to be evaluated all certified employees. The teacher shares with those who work with the teacher the responsibility for developing effective evaluation procedures and instruments and for the development and maintenance of professional standards and attitudes regarding the evaluation process.

The Superintendent and all employees whose administrative and supervisory duties equal at least 50% of their time shall include a minimum of fifteen hours of training in the evaluation of teachers pursuant to Section 10-151b, as part of the required professional development activity during each five-year period for reissuance of their professional educator certificate.

The Board of Education directs the Superintendent and the teachers' representatives to develop, in harmony with guidelines developed by the State Board of Education, a system-wide program for evaluating the instructional process and all certified personnel as one means to insure quality of instruction.

(cf. - 4131 Staff Development)

Legal Reference: Connecticut General Statutes

10-151b Evaluation by superintendent of certain educational personnel.
Public Act 95-58 An Act Concerning, Teacher Evaluations, Tenure and Dismissal

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COLCHESTER PUBLIC SCHOOLS
Colchester, Connecticut